

RECORD OF PROCEEDINGS  
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

**MAR 10 1999**

IN THE MATTER OF:

DOCKET NUMBER: 98-02079

INDEX CODE: 131.00

[REDACTED]  
[REDACTED]  
COUNSEL: NONE

HEARING DESIRED: NO

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APPLICANT REQUESTS THAT:

He be considered for promotion to the grade of major by Special Selection Board (SSB) for the Calendar Year 1996 (CY96A) Major Board.

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APPLICANT CONTENDS THAT:

His Officer Selection Brief (OSB) was incorrect when the CY96A promotion board convened.

The applicant states that the top duty title is the most important single factor on his OSB. He believes the incorrect duty title was prejudicial to his promotion opportunity. The correct duty title "DEP CMDR, WEAPONS & TACTICS FLT" shows a natural progression through the Air Force aviator ranks commensurate with future potential.

He proactively made every opportunity to check his records before the promotion board convened. His records were incorrect and he took steps to have it corrected. He sent correspondence, made phone calls and visited HQ AFPC, Randolph AFB.

In support of the appeal, applicant submits an OSB, Officer Pre-selection Brief (OPB), memorandum from his unit orderly room, memorandum from 7 MSS/DPM dated 4 December 1996, and other documentation.

Applicant's complete submission is attached at Exhibit A.

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STATEMENT OF FACTS:

The applicant is currently serving on extended active duty in the grade of captain.

Applicant was considered and not selected three times for promotion to the grade of major by the CY96A (4 March 1996), CY97C (16 June 1997), and the CY98B (6 April 1998) Selection Boards.

OPR profile since 1990:

| <u>PERIOD ENDING</u> | <u>EVALUATION OF POTENTIAL</u> |
|----------------------|--------------------------------|
| 90                   | Meets Standards                |
| 91                   | Meets Standards                |
| 92                   | Meets Standards                |
| 93                   | Meets Standards                |
| 94                   | Meets Standards                |
| 95                   | Meets Standards                |
| 96                   | Meets Standards                |
| 97                   | Meets Standards                |
| 98                   | Meets Standards                |

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AIR FORCE EVALUATION:

The Reports and Queries Team, Directorate of Assignments, HQ AFPC/DPAPS1, reviewed this application and states that the duty title, effective 1 August 1995, has been changed five times since its original input in December 1995.

Dec 95: New entry added effective 1 August 1995 as "Exercise/Deployment Officer."  
 Jan 96: 1 Aug 95 changed to "WG Exercise/Deployment Officer."  
 Feb 96: 1 Aug 95 changed to "OSTO."  
 Jul 96: 1 Aug 95 changed to "WG, Exer/Deploy Officer."  
 Oct 96: 1 Aug 95 changed to "Chief, Wing Exercises."  
 Dec 96: 1 Aug 95 changed to "DEP CMDR, WEAPONS & TACTICS FLT."

They nonconcur with awarding the duty title "DEP CMDR, WEAPONS & TACTICS FLT" effective 1 August 1995. This duty title does not coincide with applicant's OPR closing 4 December 1995, with an approved duty title as the "Wing Exercise/Deployment Officer." The correct duty title was inputted into the PDS in January 1996 and should not have been changed in February, July, October, and December 1996. These updates made members OSB read incorrectly. They defer to HQ AFPC/DPPPA.

A complete copy of the Air Force evaluation is attached at Exhibit C.

The Chief, Appeals and SSB Branch, Directorate of Personnel Program Management, HQ AFPC/DPPPA, reviewed the application and states that the CY96A major board evaluated applicant's entire officer selection record (OSR) that outlines his accomplishments since the date he came on active duty. As stated by HQ

AFPC/DPAPS1, the applicant's OPRs and PRF reflected the correct duty title.

The applicant claims he took a proactive approach prior to the board to ensure his OSB was correct and through no fault of his own, an error existed when the board convened in March 1996. His most recent duty title entry was missing from his OSB, they note the duty title "Wing Exercise/Deployment Officer" is present on both the CY96A PRF and OPR. The applicant would have received a copy of his PRF approximately 30 days prior to the board. After reviewing the OSB and PRF and discovering the error, he could have written to the board president, he did not. Therefore, they recommend denial of applicant's request.

A complete copy of the Air Force evaluation is attached at Exhibit D.

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APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

The applicant reviewed the Air Force evaluation and states that HQ AFPC/DPAPS1 advisory admits erroneous updates to his OSB before the CY96A promotion board. Their advisory proves the most recent duty title on his OSB for the CY96A promotion board should have been "DEPUTY CMDR, WEAPONS AND TACTICS FLIGHT," since the now effective date of 5 December 1995 was well before the 4 March 1996 promotion board. He believes this omission from his OSB negatively influenced his promotion opportunity. The statement made by HQ AFPC/DPPPA, that the selection board reviewed his entire OSR is fallacious. The promotion board was unable to review and evaluate his entire OSR because his two most recent duty titles were missing. This duty title was the pinnacle of his career at the time of the promotion board, and involved a job directly supervising 20 Air Force personnel.

He states he definitely took a proactive approach to ensure his OSB was correct when the board convened. He was not allowed to review his OSB until after the board met, nor is anyone allowed to review their OSB prior to a promotion board. He could not possibly discover the conflicting duty titles because he received the PRF approximately 30 days prior to the board. He received his OPB in early December 1995 that did not have his current duty title entries. His OPB was a precursor to his OSB. His OPB gave him a chance to correct or update data in his military personnel file before the promotion board convened. This is precisely what he so persistently tried to do in the months before the board. He believes the promotion board was unable to evaluate and review his entire OSR, and therefore was unable to make a fair assessment of his performance, accomplishments and promotion potential, because of the critical missing duty titles.

Applicant's complete response, with attachments, is attached at Exhibit F.

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THE BOARD CONCLUDES THAT:

1. The applicant has exhausted all remedies provided by existing law or regulations.
  2. The application was timely filed.
  3. Sufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice. After reviewing the documentation submitted with this appeal, we are persuaded that applicant's duty title on his OSB was in error. In this regard, we believe that at the time he was considered for promotion to the grade of major by the CY96A board his OSB should have reflected the duty title of "DEP CMDR WEAPONS & TACTICS FLT" effective 5 December 1995. Since the selection board in question reviewed an inaccurate record, we believe the applicant was deprived of a fair and equitable consideration for promotion. Therefore, we recommend his record be corrected to the extent indicated below.
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THE BOARD RECOMMENDS THAT:

The pertinent military records of the Department of the Air Force relating to APPLICANT, be corrected to include an Officer Selection Brief reflecting a duty title of "DEP CMDR, WEAPONS & TACTICS FLT," effective 5 December 1995, be considered for promotion to the grade of major by Special Selection Boards for the Calendar Year 1996A through 1998B Central Major Boards.

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The following members of the Board considered this application in Executive Session on 16 February 1999, under the provisions of AFI 36-2603:

Ms. Charlene M. Bradley, Panel Chair  
Mr. Mike Novel, Member  
Mr. Philip Sheuerman, Member

All members voted to correct the records, as recommended. The following documentary evidence was considered:

- Exhibit A. DD Form 149, dated 9 July 1998, w/atchs.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, HQ AFPC/DPAPS1, dated 8 September 1998.
- Exhibit D. Letter, HQ AFPC/DPPPA, dated 22 September 1998.
- Exhibit E. Letter, SAF/MIBR, dated 12 October 1998.
- Exhibit F. Letter, Applicant, dated 30 October 1998.

*Charlene M. Bradley*  
CHARLENE M. BRADLEY  
Panel Chair 4



DEPARTMENT OF THE AIR FORCE  
WASHINGTON, DC

MAR 10 1999

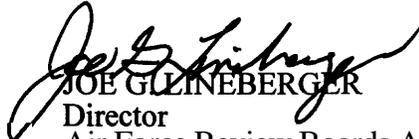
Office of the Assistant Secretary

AFBCMR 98-02079

MEMORANDUM FOR THE CHIEF OF STAFF

Having received and considered the recommendation of the Air Force Board for Correction of Military Records and under the authority of Section 1552, Title 10, United States Code (70A Stat 116), it is directed that:

The pertinent military records of the Department of the Air Force relating to [REDACTED] be corrected to include an Officer Selection Brief reflecting a duty title of "DEP CMDR, WEAPONS & TACTICS FLT," effective 5 December 1995, be considered for promotion to the grade of major by Special Selection Boards for the Calendar Year 1996A through 1998B Central Major Boards.

  
JOE GLINEBERGER  
Director  
Air Force Review Boards Agency